

## **LOS ANGELES COUNTY SERVED WITH DISCRIMINATION LAWSUIT EEOC Issues “Reasonable Cause” Finding of Discrimination Alleged that County Disregarded blueCONSULTING Audit**

FEBRUARY 20, 2009 – LOS ANGELES – A lawsuit was served *today* upon Los Angeles County, for harassment, discrimination, retaliation, and Civil Rights violations. The lawsuit, titled *Scott v. County of Los Angeles, et al.*, filed on January 26, 2009, in the Los Angeles Superior Court, as Case BC406340, alleges that Plaintiff, Leamon Scott, was working for Los Angeles County Department of Community and Senior Services, as a Social Services Supervisor. Mr. Scott, a 31-year County employee, is an African-American male, and alleges that County failed to promote him and reduced his job responsibilities after he complained, and then forced him to resign. Scott alleges that on or about August 10, 2006, he “expressed his concerns regarding Blacks not being promoted above the supervisor level,” and that he had an “interest in being promoted to [an] Administrator...position.” Scott alleges that then on or about October 6, 2006, his unit was reorganized, and “everyone in [Scott’s] unit was promoted to...Administrator...level positions except [Scott],” and Scott’s “job tasks and responsibilities were reduced and [his] job title was changed.”

Following an extensive investigation, the U.S. Equal Employment Opportunity Commission (“EEOC”) issued a finding that “Examination of the evidence reveals reasonable cause to believe that [Scott’s] claim of different terms and conditions of employment (out-of-class assignment) because of his race (Black).” Scott further alleges that in 2004, the County conducted a “Management Audit of the Department of Community & Senior Services,” by blueCONSULTING, which included many findings and recommendations, including finding that “Some employees reported that if they are outspoken or question the status quo, they may be retaliated against,” and “individuals reported being...passed over for promotion.” Scott further alleges that notwithstanding that the blueCONSULTING audit recommendation that the County “Eliminate all out-of-class...bonuses that are currently being paid,” and that there was a “Perception that management uses the ‘acting’ title to ensure that preferred personnel obtain future promotion,” and that “Many individuals at all organizational levels have reported inappropriate implementation of out-of-class bonus payments, promotions, transfer, or disciplinary policies,” the County “failed to fully implement the blue CONSULTING audit, and continued to use ‘out-of-class,’ ‘temporary,’ and/or fictional ‘emergency’ assignments, as well as failing to post promotional exams, and other policies, in such a manner to discriminate against Blacks.”

The Complaint, which includes a copy of the EEOC’s Determination Letter, seeks unspecified damages, including for loss of income, mental and emotional distress, and punitive damages against the individual defendants, and further seeks an injunction requiring County to enter into various corrective actions. *For More Information or to Request a Copy of the Complaint, Contact Mr. Scott’s Attorney: Scott D. Myer, MYER LAW FIRM, 1800 Century Park East, Suite 600, Los Angeles, CA 90067-1509, Telephone (310) 277-3000, Facsimile (310) 855-3380, Website [bestlawyer.com](http://bestlawyer.com)<sup>®</sup>, email: [sdm@myerlaw.com](mailto:sdm@myerlaw.com).*